Ken Schreiber

Identify key questions you might use in your collaborative conversation.

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| **Key Areas** | **Observation Notes** |
| * Purpose of the Coaching Conversation | * Evaluation questions of 2009 Cross Country Season with St. Albert Head Coach. |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | * When you think about the season what are the highlights? |
| * *Reflective Questions* * The “what about the what” * Emotional | * *When you look back on the season what concerns do you have?* |
| * ***I****nterpretive Questions* * The “so what” * Brainstorming | * *You mentioned low number of girls being out for Cross Country concerning you so what things could you do to increase the girl numbers in Cross Country?* |
| * ***D****ecisional Questions* * The “now what” * Identifies specifics “next steps” to be taken | * *Now that we have determined that we want to increase the number of girls participating in Cross Country what can I do as an Athletic Director to help increase the number of girls participating?* |
| * *Based on the Decision, what are the responsibilities of the administrator?* | *The responsibilities of the coach will be to research techniques used by area coaches to increase participants in Cross Country.* |
| * *Based on the Decision, what are my responsibilities?* | * *My responsibilities will be to make sure announcements are made promoting Cross Country. Also to ask other Athletic Directors what their coaches do to improve the numbers of participants in Cross Country.* |

**Reflection on the Collaborative Conversation**

**Name: Ken Schreiber**

**Date: 12/3/09**

**Reflect on the collaborative conversation you completed with the administrator:**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself?**

**The Planning and ORID questions helped the conversation flow smoothly. The use of the ORID questions helped getting both parties more involved in the conversation.**

**What was most challenging for you during the conversation? Most pleasing?**

**The most challenging part of the conversation for me was giving the proper wait time.**

**The most pleasing part of the conversation was the total involvement of both involved in the conversation.**

**What might be some things you would do differently/the same in your next conversation?**

**One thing I would do differently in the next conversation would be to allow more wait time for a response. I felt at times that I rushed an answer.**

**One thing that I would do the same is to use the ORID questions again. They allowed the conversation to flow smoothly and allowed both parties to work together.**

**What techniques will you specifically address in your next coaching conversation?**

**The technique that I would specifically would be allowing more wait time.**